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ABSTRACT

Each of five issues of this newsletter focuses on one topic. The topics covered are: (1) Employment Outlook for Librarians in Colorado, 1990-1995; (2) Repetitive Strain Injuries among Personnel in Large-Staff Public Libraries in Colorado, 1990 (10 references); (3) Overdue Fine Rates Charged by Public Libraries in the Metro Denver Area, 1991; (4) Colorado College & University Libraries: Economies of Scale or Mediocrity?; and (5) Library Media Expenditures Fail To Keep Pace with Inflation. Individual issues range from one to eight pages and most include graphs displaying statistics. (BBM)

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FAST FACTS

Recent Statistics from the Library Research Service

ED3/110.10/No. 36 November 30, 1990

ED335052

EMPLOYMENT OUTLOOK FOR LIBRARIANS IN COLORADO, 1990-1995

State and national figures on the employment outlook for professional librarians over the next five years suggest that Colorado is a leading state in terms of prospective job opportunities for professional librarians.

State Growth Rate for New Librarian Jobs More Than Double National Rate

According to the Colorado Department of Labor and Employment, the number of jobs for professional librarians will increase from 1,816 in 1990 to 1,985 by 1995. The 169 new positions constitute a 9.3 percent increase in employment of professional librarians. By contrast, the state anticipates a 10.8 percent increase in overall employment. Pro-rated over the 1990-95 period, national figures from the U.S. Bureau of Labor Statistics anticipate an increase in professional librarian positions of 4.1 percent and an increase in overall employment of 6.6 percent.

100 Librarian Job Openings in Colorado Each Year

Between 1990 and 1995, the 169 new positions anticipated for professional librarians will average 34 new jobs each year. In addition to those 34 new jobs, 66 existing librarian jobs are expected to open annually, making a total of 100 job openings each year.

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100 Librarian Job Openings in Colorado Each Year continued

Where these job openings will occur, both in terms of geography and type of library, is unknown. It may be estimated, however, that the current breakdown of librarian employment is: 15 percent, academic libraries; 28 percent, public libraries; 40 percent, school library media centers; and 17 percent, special libraries, library cooperatives and networks, and state and regional library agencies.

Assuming that these proportions hold true for job openings, it may be estimated that, of the 500 librarian job openings expected between 1990 and 1995, 75 will be in academic libraries, 140 in public libraries, 200 in school library media centers, and 85 in special libraries, library cooperatives and networks, and state and regional library agencies.

One-Fourth of Librarians in Colorado's 1995 Labor Force Not In Those Positions Today

Due to the combined cumulative effect of new positions and turnover in existing ones, one-fourth of the people who will be in librarian positions in 1995 do not occupy those positions today.

Salary Comparisons Now Adjustable for Cost of Living Differences

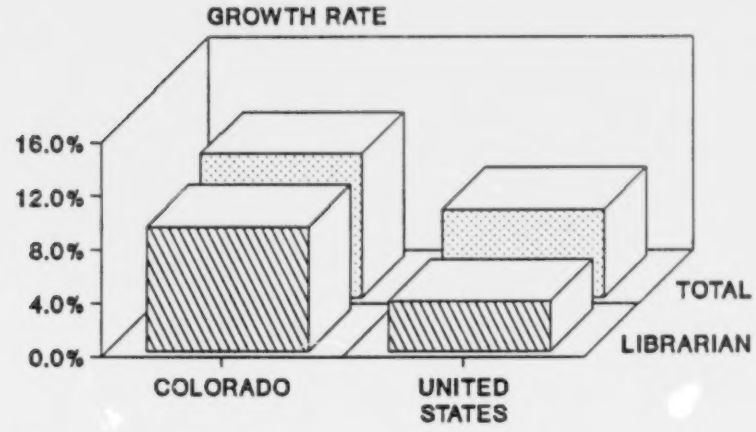
Considering a move from one metropolitan area in Colorado to another? From a metropolitan area in Colorado to one in another state? From an out-of-state metropolitan area to one in Colorado?

If so, your present and potential salaries can be adjusted for cost of living differences. If that information would be helpful in assessing employment opportunities, do not hesitate to contact the Library Research Service for assistance.

This service is available at no charge to Colorado libraries and individual residents. Out-of-state libraries and individuals will be charged on the following schedule: comparisons involving two to five metropolitan areas, $10; six to ten metropolitan areas, $25; more than ten metropolitan areas, $25 for the first ten areas plus $2.50 per additional area.

SOURCES: Labor Market Information Section, Colorado Department of Labor & Employment, *Occupational Employment Outlook, 1990-1995: Colorado, Denver-Boulder Region* (Colorado Department of Labor & Employment, March, 1990); U.S. Bureau of Labor Statistics, Information Line (Denver: 303-844-2467).

GROWTH RATES FOR NEW LIBRARIAN & TOTAL EMPLOYMENT, 1990-95

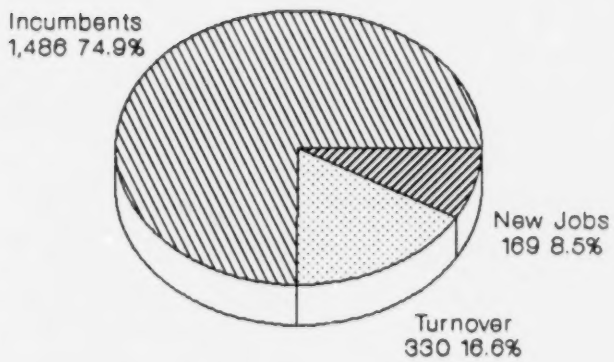


	COLORADO	UNITED STATES
TOTAL	10.8%	6.6%
LIBRARIAN	9.3%	3.7%

GEOGRAPHIC AREA

SOURCE: LIBRARY RESEARCH SERVICE
STATE LIBRARY & ADULT EDUCATION OFFICE
COLORADO DEPARTMENT OF EDUCATION

PROFESSIONAL LIBRARIAN EMPLOYMENT IN COLORADO, 1990-95



SOURCE: LIBRARY RESEARCH SERVICE
STATE LIBRARY & ADULT EDUCATION OFFICE
COLORADO DEPARTMENT OF EDUCATION

FAST FACTS

Recent Statistics from the Library Research Service

ED3/110.10/No. 37 December 17, 1990

REPETITIVE STRAIN INJURIES AMONG PERSONNEL IN LARGE-STAFF PUBLIC LIBRARIES IN COLORADO, 1990

Carpal tunnel syndrome. Eye strain and radiation associated with computer monitors. Muscular-skeletal injuries. Repetitive motion injuries. Cumulative trauma disorders. These are the workplace diseases of the 1990's. A cursory review of news and business magazines revealed articles on all of these topics. Perhaps the most inclusive name for them is "repetitive strain injuries" (RSIs). In fact, this was the terminology used in a July 1990 LIBRARY JOURNAL article entitled "The Light at the End of the Carpal Tunnel." This article reports the results of a February 1990 survey of the nation's largest libraries on this topic. At the request of one of Colorado's larger public libraries, that survey was replicated and expanded during November 1990 with Colorado public libraries employing 10 or more full-time equivalent staff. Following is a report of the findings.

Incidence of RSIs

The percentages of libraries reporting cases of RSI were virtually the same for Colorado and the U.S. Forty-five percent of libraries in the national sample reported them; 44 percent, in the Colorado sample. The incidence of RSIs, however, was twice as high for Colorado as for the U.S. Nationwide, 17 libraries reported 49 cases, while, in Colorado, eight libraries reported 48 cases. That makes an average of six cases per Colorado library compared with an average of three cases per U.S. library.

Tasks Associated with RSIs

Out of seven types of tasks associated with RSIs, the four leading ones for Colorado libraries were: working at computers or terminals and shelving library materials (tied for first place), charging out library materials, and preparing and/or repairing library materials. Other tasks reported once each were: answering telephones, driving bookmobiles, and performing custodial duties.

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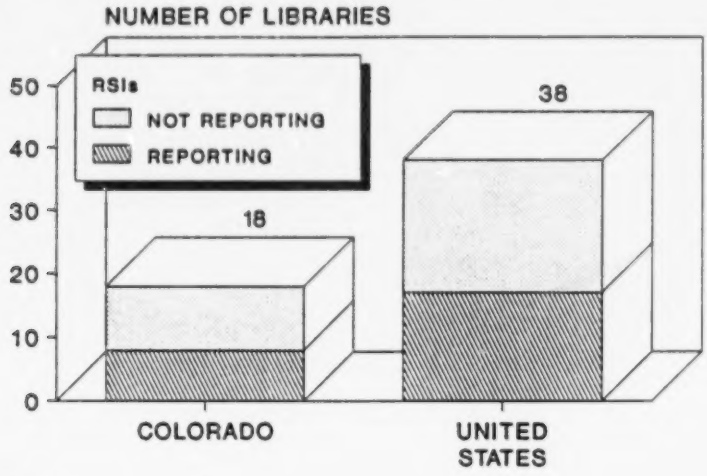
LARGE-STAFF PUBLIC LIBRARIES REPORTING REPETITIVE STRAIN INJURIES (RSIs), 1990

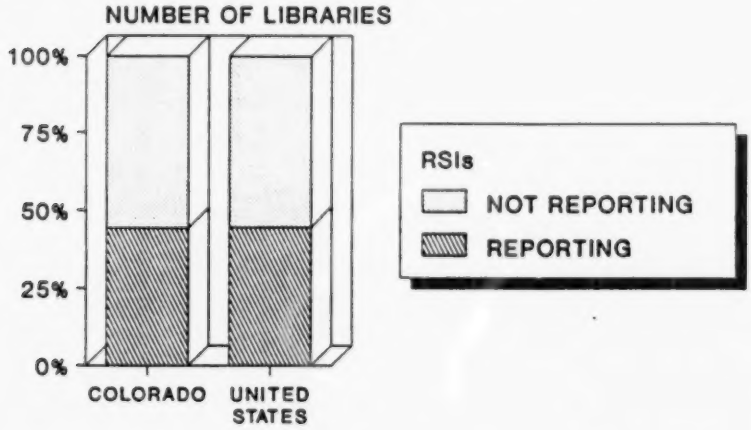


NOT REPORTING	10	21
REPORTING	8	17

GEOGRAPHIC AREA

SOURCE: LIBRARY RESEARCH SERVICE

PERCENTAGES OF LARGE-STAFF PUBLIC LIBRARIES REPORTING REPETITIVE STRAIN INJURIES, 1990

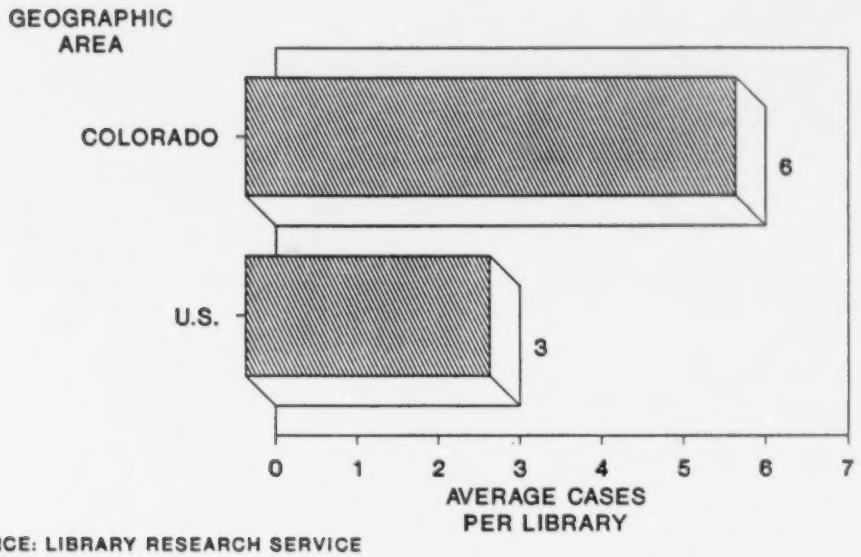


NOT REPORTING	10	21
REPORTING	8	17

GEOGRAPHIC AREA

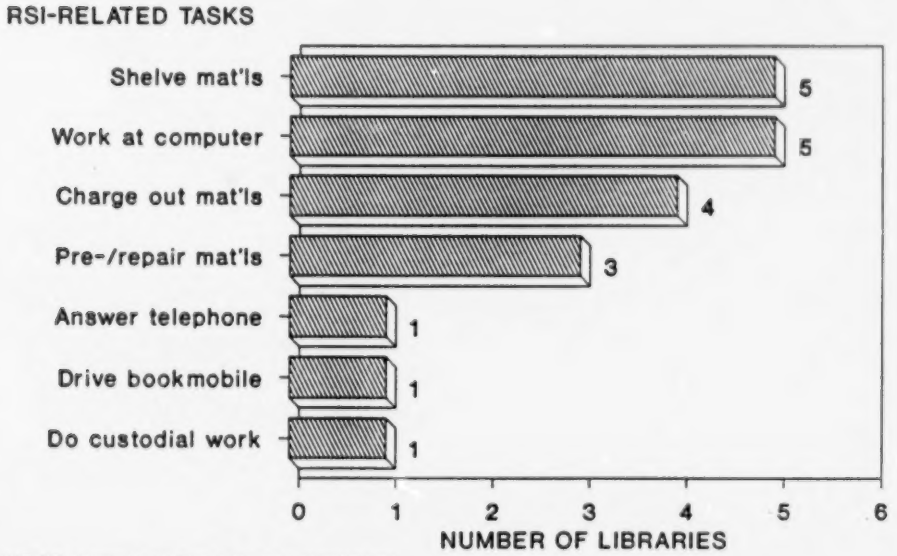
SOURCE: LIBRARY RESEARCH SERVICE

AVERAGE NUMBER OF REPORTED CASES OF REPETITIVE STRAIN INJURIES PER LARGE-STAFF PUBLIC LIBRARY, 1990



SOURCE: LIBRARY RESEARCH SERVICE

TASKS ASSOCIATED WITH REPETITIVE STRAIN INJURIES AMONG PERSONNEL OF LARGE-STAFF PUBLIC LIBRARIES IN COLORADO, 1990



SOURCE: LIBRARY RESEARCH SERVICE

Treatment of RSIs

Out of six possible treatments of RSIs, seven libraries reported that staff with RSIs take medication (e.g., muscle relaxants, anti-inflammatory drugs). Tied for second place were physical therapy, rest, and use of braces. Two libraries reported cases of RSI which were treated surgically, and one reported use of eyeglasses with special lenses.

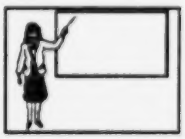
Ergonomic Furnishings & Equipment

Colorado libraries report purchasing a wide variety of ergonomic furnishings and equipment to minimize RSIs. In rank order, these include chairs, step stools and monitors, desks/work stations, keyboards, single-face half book trucks, and foot rests and anti-glare screens.

Colorado libraries reporting and not reporting RSIs differ significantly only on purchases of special computer monitors and keyboards. Libraries reporting RSIs were more likely to have made such purchases than those not reporting RSIs.

National figures available for three of these choices suggest that Colorado libraries are being more responsive to the problem than libraries nationwide. Three out of four Colorado libraries reported purchasing adjustable chairs compared with one out of four nationally. Two out of five Colorado libraries reported purchasing adjustable desks/work stations compared with one out of six nationally. And, one out of three Colorado libraries reported purchasing adjustable keyboards compared with one out of eight nationally.

Training to Reduce RSIs



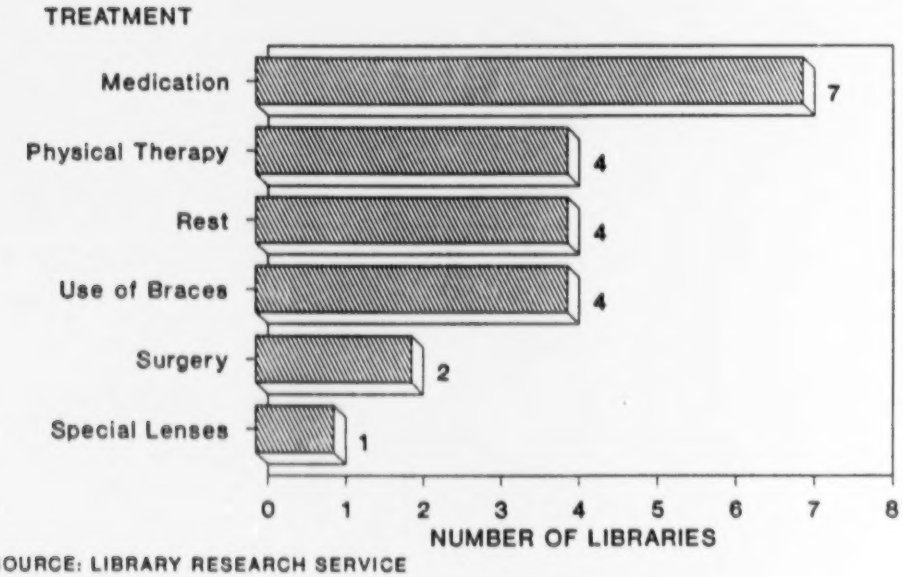
Colorado libraries report providing several types of training to reduce RSIs. Almost half train staff in preventive practices, over a quarter train staff in the use of adjustable chairs and desks/work stations, one out of six provides exercise training for staff, and one out of ten trains supervisors in how to detect early signs of RSI.

Compared with public libraries nationwide, Colorado libraries are more than twice as likely to provide such training in general and more than four times as likely to provide training in preventive practices.

Library Personnel Policies on RSIs

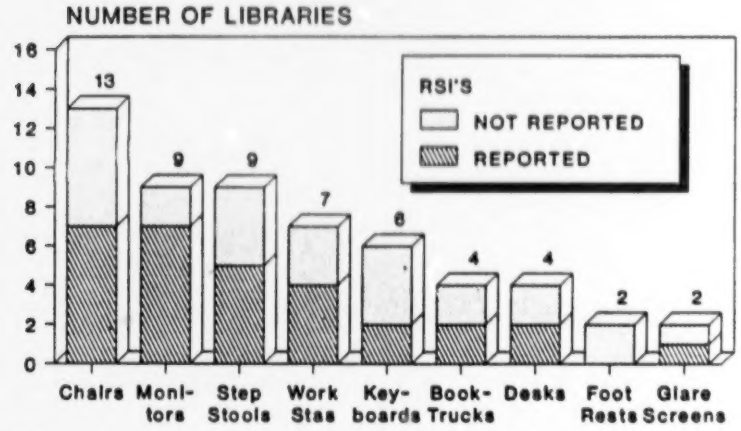
Asked about specific policy or job structure changes relating to RSIs, a third of Colorado libraries report that they encourage staff to vary tasks more frequently and

TREATMENT OF REPETITIVE STRAIN INJURIES AMONG PERSONNEL IN LARGE-STAFF PUBLIC LIBRARIES IN COLORADO, 1990



SOURCE: LIBRARY RESEARCH SERVICE

ERGONOMIC FURNITURE & EQUIPMENT PURCHASED BY LARGE-STAFF PUBLIC LIBRARIES IN COLORADO, 1990

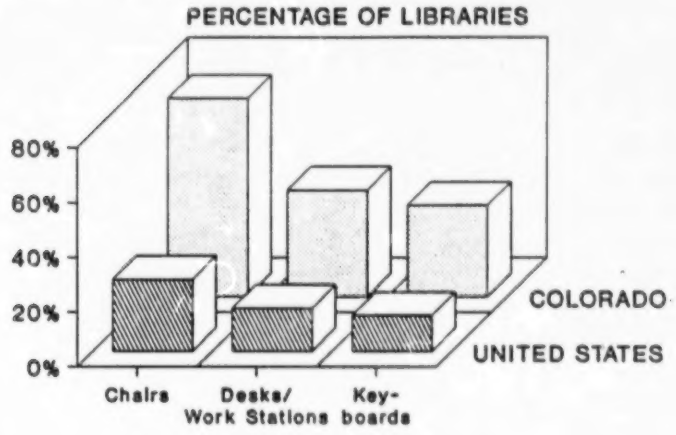


	Chairs	Monitors	Step Stools	Work Stas	Keyboards	Book-Trucks	Desks	Foot Rests	Glare Screens
NOT REPORTED	6	2	4	3	4	2	2	2	1
REPORTED	7	7	5	4	2	2	2	0	1

FURNITURE/ EQUIPMENT

SOURCE: LIBRARY RESEARCH SERVICE

SELECTED ERGONOMIC FURNITURE & EQUIPMENT PURCHASED BY LARGE-STAFF PUBLIC LIBRARIES, 1990

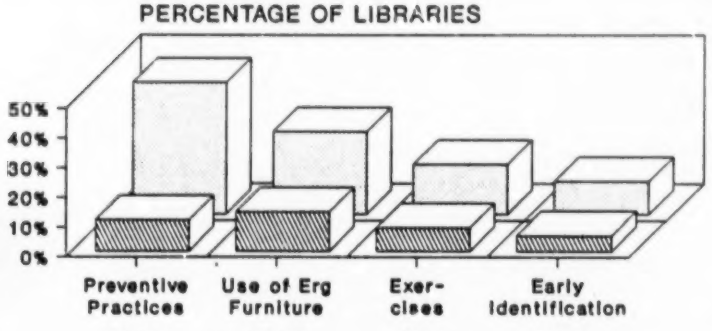


COLORADO	72.2%	38.9%	33.3%
UNITED STATES	26.3%	15.8%	13.2%

FURNITURE/EQUIPMENT

SOURCE: LIBRARY RESEARCH SERVICE

SELECTED RSI-RELATED TRAINING OFFERED BY LARGE-STAFF PUBLIC LIBRARIES, 1990



COLORADO	44.4%	27.8%	16.7%	11.1%
UNITED STATES	10.5%	13.2%	7.9%	5.3%

TRAINING IN

GEOGRAPHIC AREA
UNITED STATES
COLORADO

SOURCE: LIBRARY RESEARCH SERVICE

one out of six reports permitting more job rotation. Notably, no Colorado libraries reported changing personnel policies to permit more frequent breaks. Three libraries report planning RSI-related policy changes for implementation in 1991.

While only one out of six libraries nationwide reported changing policies or job structures or providing training programs related to RSIs, half of Colorado libraries (9 out of 18) report such changes. Two of the state's libraries even reported having outside consultants perform work station assessments for their staff.

Conclusions

The findings of this study may be summarized as follows:

* While individual libraries in Colorado are no more likely to report RSI cases than libraries nationwide, the average number of cases reported per library is twice as high for Colorado as the U.S. in general.

* Colorado libraries are being more responsive to potential and actual RSI cases than libraries nationwide.

Several questions are raised by this study. How many of the differences between the Colorado and U.S. samples can be attributed to when they were surveyed? Notably, media reports on RSIs have been frequent during the interim between the two surveys. To what extent is the higher incidence of RSIs among Colorado library personnel attributable to increased awareness of them? To what extent is the increased incidence of RSIs attributable to the "Marcus Welby" syndrome (i.e., the tendency to contract any "popular" disease with whose name and symptoms one becomes acquainted)?

Continued research is needed to answer these questions.

Acknowledgements

Thanks are due to the following libraries for participating in this survey:

Adams Co. PL
Arapahoe LD
Aurora PL
Bemis (Littleton) PL
Denver PL
Durango PL
Englewood PL
Ft. Collins PL
Garfield Co. PL
Greeley PL
Jefferson Co. PL
Longmont PL
Loveland PL
Mesa Co. PL
Pikes Peak LD
Pueblo LD
Weld LD
Westminster PL

FOR MORE INFORMATION ...

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FAST FACTS

Recent Statistics from the Library Research Service

ED3/110.10/No. 38 February 12, 1991

OVERDUE FINE RATES CHARGED BY PUBLIC LIBRARIES IN THE METRO DENVER AREA, 1991

At the request of one of the public libraries in the metro Denver area, the first FAST FACTS survey of 1991 was a telephone poll of that group on the topic of overdue fine rates. Fifteen libraries responded to this survey.

General Overdue Fine Rates

All fifteen libraries reported general overdue fine rates. Rates of five and ten cents per day were most frequently reported.

Public Library/Library District	Daily Fine Rate
Aurora	$0.10-0.30
Douglas County	0.05-0.25
Adams County	0.10
Boulder	0.10
Denver	0.10
Englewood	0.10
Jefferson County	0.10
Littleton/Bemis	0.10 *
Longmont	0.05-0.10
Arapahoe LD	0.05
Broomfield/Eisenhower	0.05
Lafayette	0.05
Louisville	0.05
Westminster	0.05
Lyons Depot	0.02

* Maximum of $3.00

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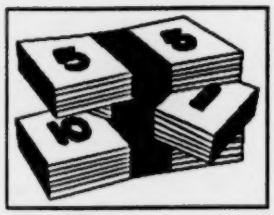

Video Overdue Fine Rates

Eleven public libraries in the metro Denver area reported separate overdue fine rates for video cassettes. One dollar per day was the most frequently reported fine rate for videos.

Public Library/Library District	Daily Fine Rate
Longmont	$4.00
Broomfield/Eisenhower	2.00
Louisville	2.00
Arapahoe LD	1.00
Boulder	1.00
Jefferson County	1.00
Littleton/Bemis	1.00
Westminster	1.00
Douglas County	0.50
Englewood	0.50
Lafayette	0.50

Other Overdue Fine Rates

Three libraries reported special overdue fine rates for magazines. Broomfield/Eisenhower reported 25 cents per day; Aurora, 10 cents; and Adams County, five cents.

Two libraries reported special overdue fine rates for interlibrary loan materials. Aurora reported ILL fines ranging from $2.50 to $5.00, and Arapahoe Library District, five cents per day.

Two libraries reported special overdue fine rates for bookmobile materials. Adams County reported a fine of 50 cents per stop, and Englewood, 20 cents per week.

Three libraries reported special overdue fine rates for other types of materials. Arapahoe Library District charges 25 cents per day for art prints; Douglas County, 50 cents per day for Nintendo cartridges; and Lafayette, two cents per day for paperback books.

Grace Periods

Four libraries reported grace periods during which fines are not charged. Douglas County reported the longest grace period--five days; but, that applies only to older books. Of the other three libraries, Englewood reported the longest general grace period at three days. Denver Public and Arapahoe Library District reported grace periods of two days.

Thanks to all of the libraries which participated in this FAST FACTS survey.

FAST FACTS

Recent Statistics from the Library Research Service

ED3/110.10/No. 39 April 4, 1991

COLORADO COLLEGE & UNIVERSITY LIBRARIES: ECONOMIES OF SCALE OR MEDIOCRITY?

The economy of scale argument is a familiar one: As the number of units produced increases, the unit cost of production decreases. Similarly, it might be argued that, as the number of students increases, the cost of library services per student should decrease. But what is the limit? When do we cross the line from economies of scale to economies of mediocrity? The results of the 1990 federal survey of academic libraries suggest that several Colorado libraries may have crossed that line. Following are three cases in point and seven charts illustrating data on selected measures of academic library resources:

- Of Colorado's public college and university libraries, Auraria Library serves the largest total enrollment--combining the student bodies of the University of Colorado at Denver, Metropolitan State College, and the Community College of Denver--but has
  - the fewest librarians and total staff per 1,000 students,
  - the fewest volumes held per student, and
  - the lowest materials and total operating expenditures per student.

- Of Colorado's public college and university libraries, the University of Colorado at Boulder libraries serve the largest single student body, but
  - rank fourth on librarians and total staff per 1,000 students, and
  - rank third on volumes held per student.

- Of Colorado's public college libraries (i.e., the three State Colleges and Fort Lewis College), the Fort Lewis College library serves the largest student body, but has
  - the fewest librarians and total staff per 1,000 students,
  - the fewest volumes held per student, and
  - the lowest materials and total operating expenditures per student.

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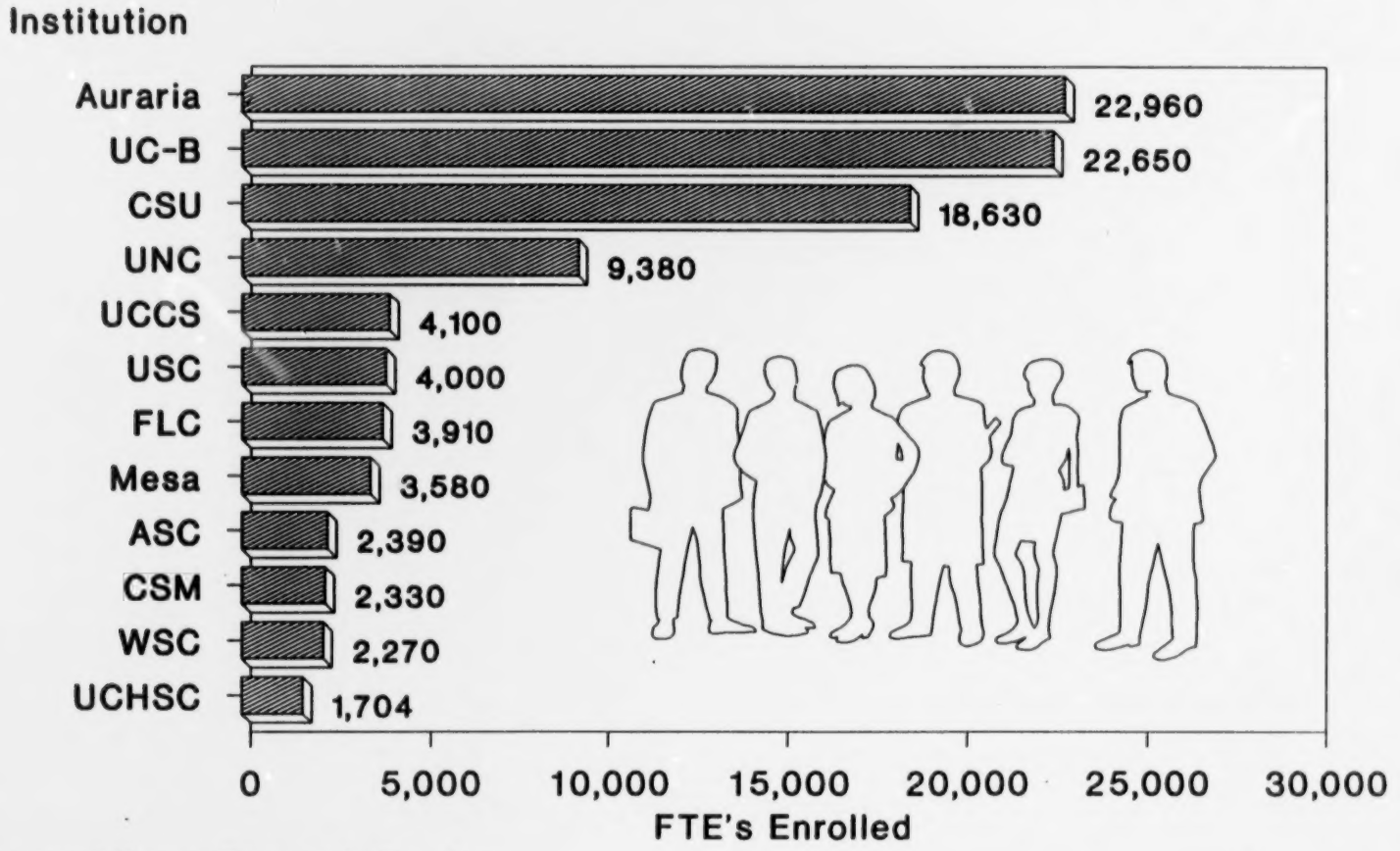
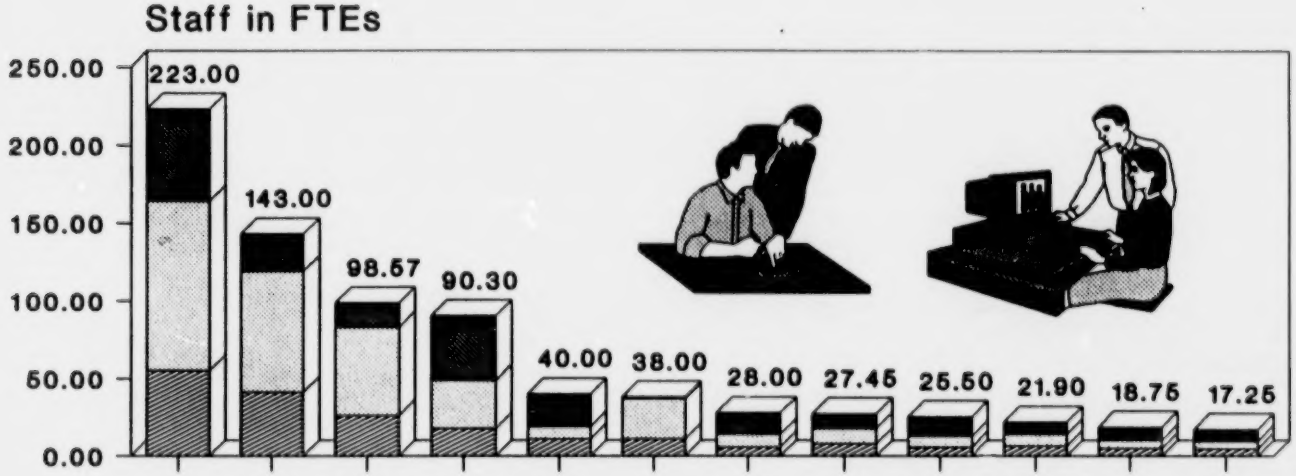
Full-Time Equivalent Enrollments Served By College & University Libraries in Colorado, 1990



Source: Library Research Service

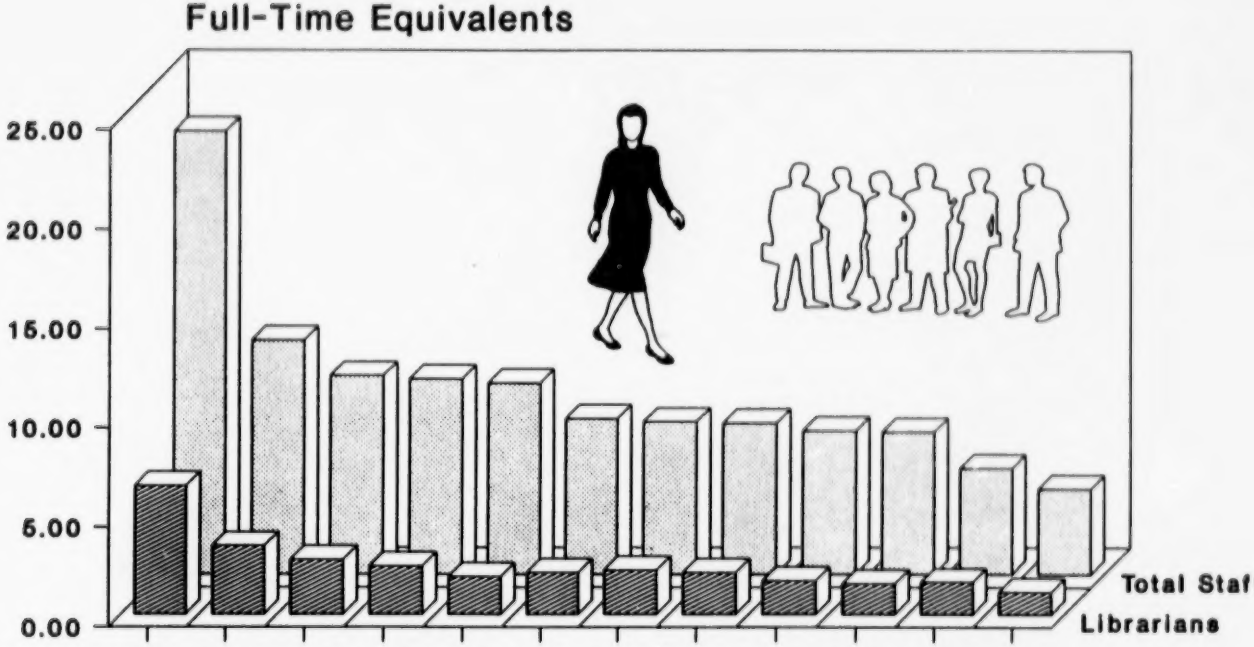
Library Staff in FTEs by Type for College & University Libraries in Colorado, 1990



	UC-B	CSU	Aura-ria	UNC	USC	UC HSC	FLC	CSM	Mesa	UCCS	ASC	WSC
Students	59.00	24.00	15.57	41.50	21.00	1.00	14.00	9.45	12.50	7.80	8.50	7.50
Other	109.00	78.00	57.00	31.10	8.00	26.00	8.00	10.00	7.00	7.50	5.25	5.00
Librarians	55.00	41.00	26.00	17.70	11.00	11.00	6.00	8.00	6.00	6.60	5.00	4.75

Source: Library Research Service

Librarians & Total Staff per 1,000 Students for College & University Libraries in Colorado, 1990

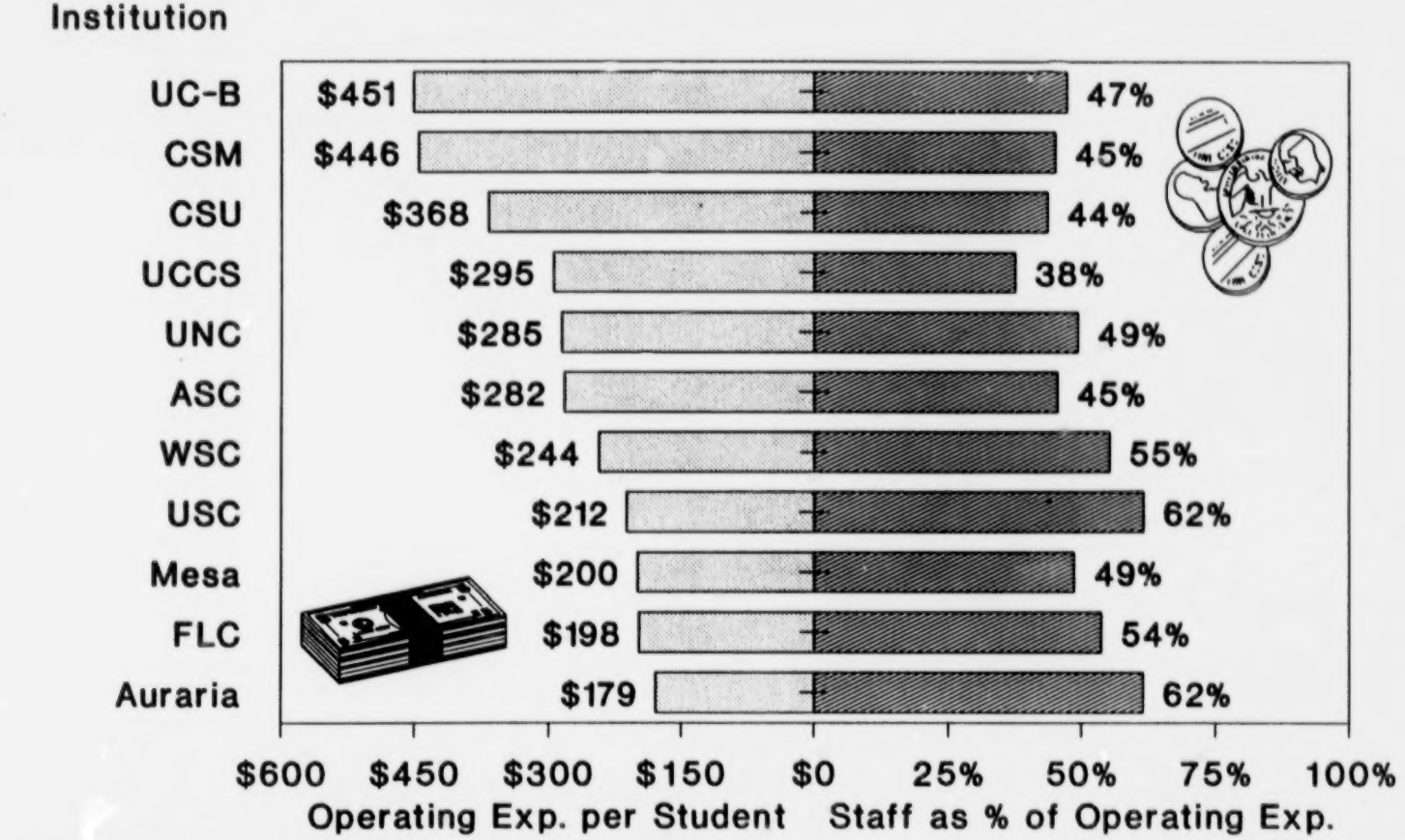


	UC HSC	CSM	USC	UC B	UNC	ASC	CSU	WSC	Mesa	FLC	UC CS	Aura-ria
Total Staff	22.30	11.78	10.00	9.85	9.63	7.85	7.68	7.60	7.22	7.16	5.34	4.29
Librarians	6.46	3.43	2.75	2.43	1.89	2.09	2.20	2.09	1.68	1.53	1.61	1.13

Institution

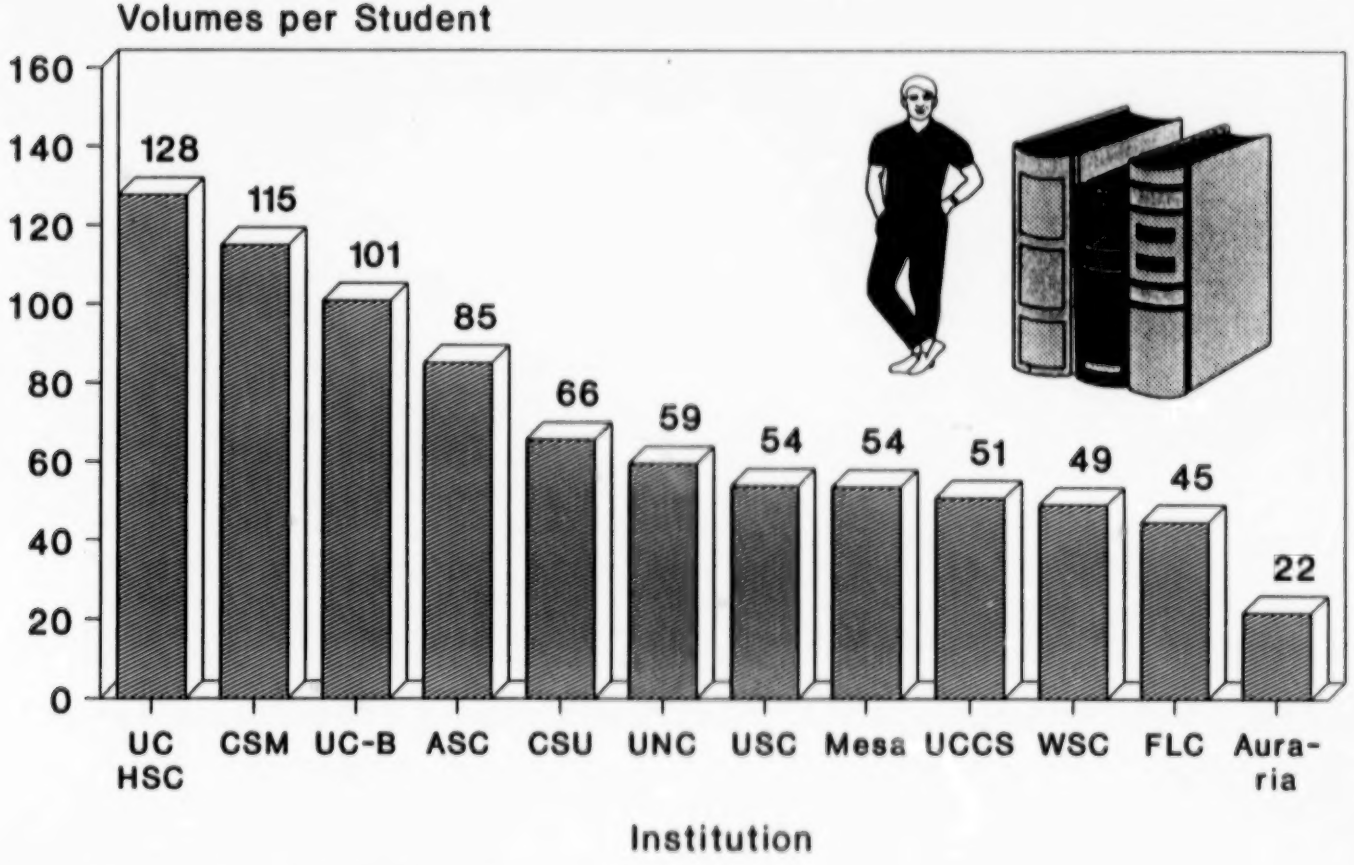
Source: Library Research Service

Total Operating & Staff Expenditures for College & University Libraries in Colorado, 1990



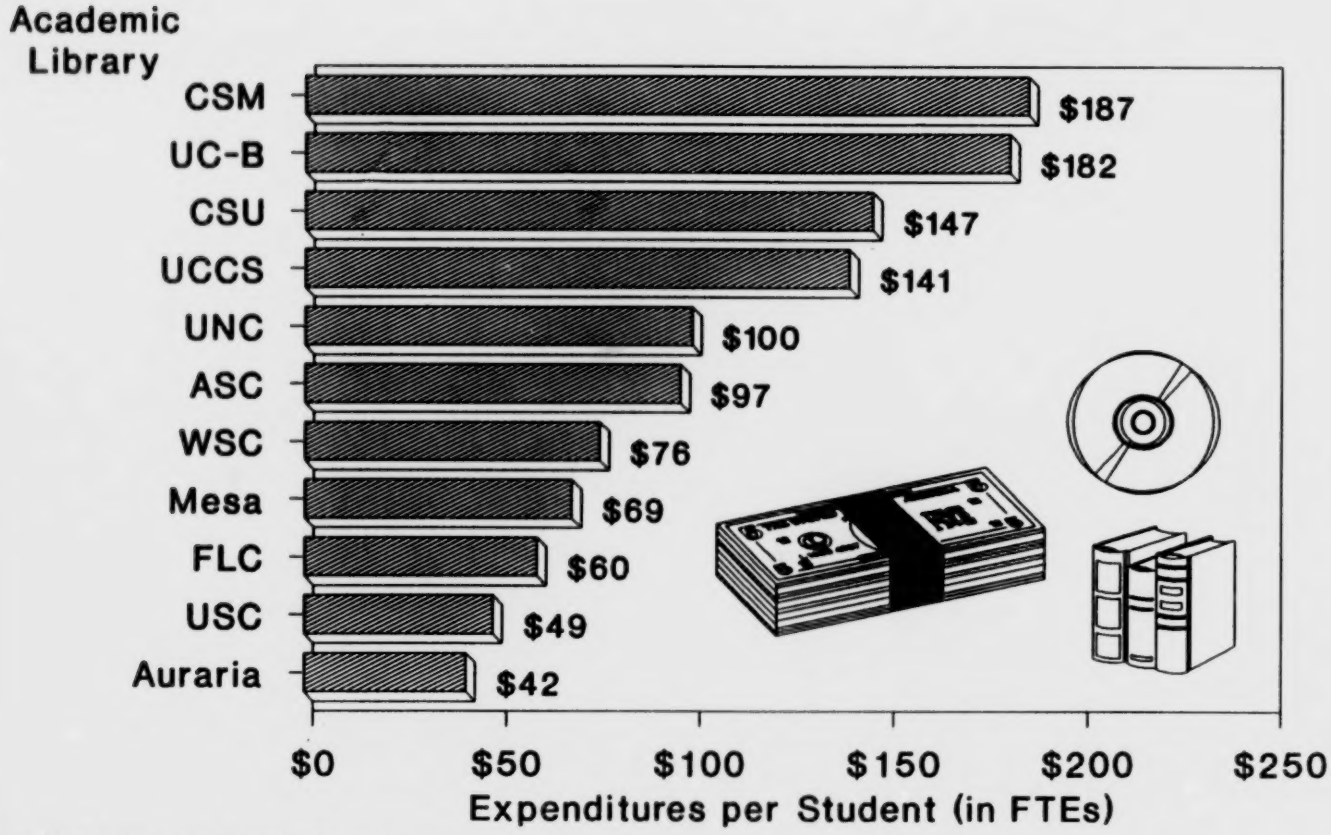
Source: Library Research Service

Volumes per Student for College & University Libraries in Colorado, 1990



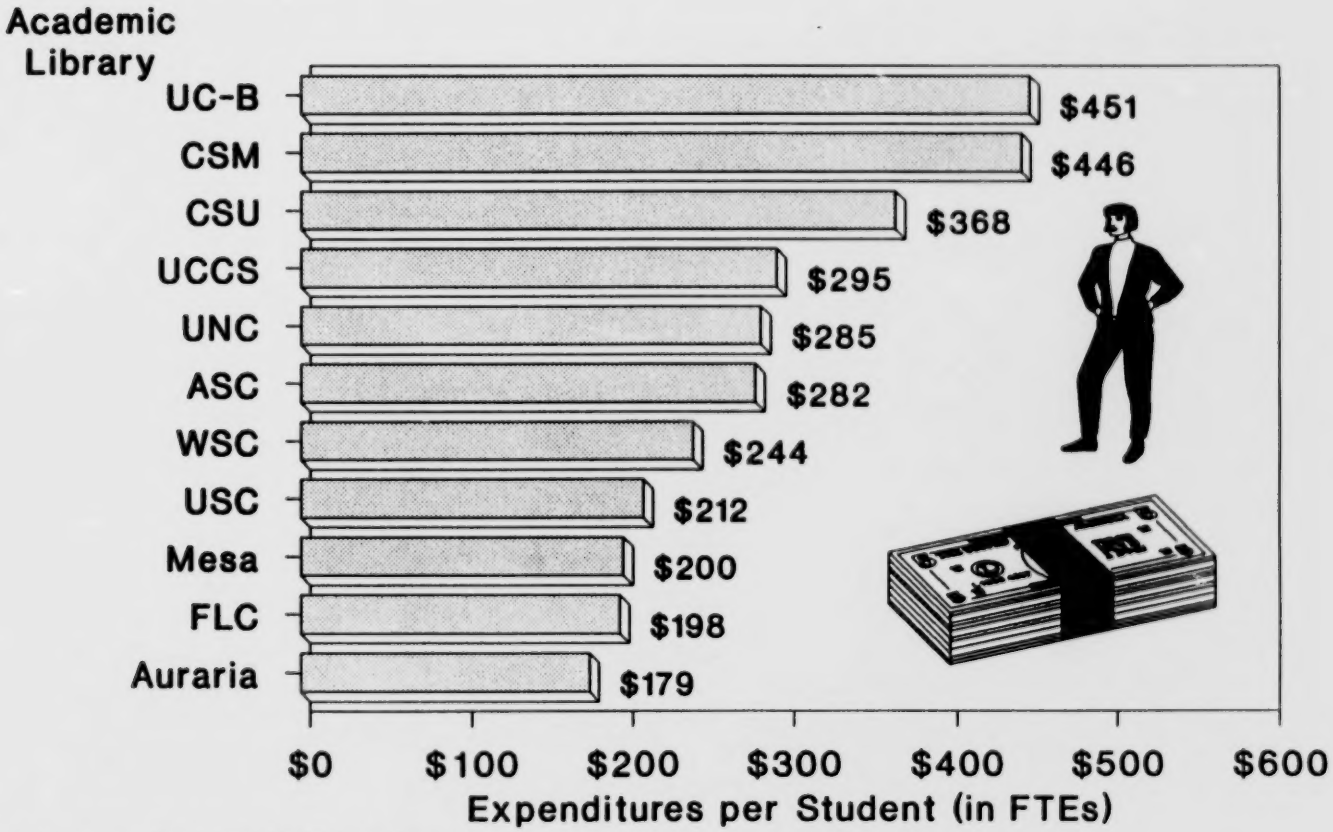
Source: Library Research Service

Materials Expenditures per Student For College & University Libraries in Colorado, 1990



Source: Library Research Service

Total Operating Expenditures per Student For College & University Libraries in Colorado, 1990



Source: Library Research Service

FAST FACTS

Recent Statistics from the Library Research Service

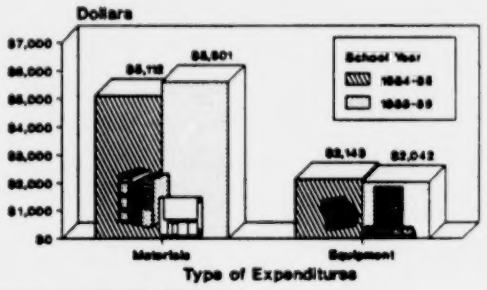
ED3/110.10/No. 40 May 3, 1991

LIBRARY MEDIA EXPENDITURES FAIL TO KEEP PACE WITH INFLATION

A recent survey by SCHOOL LIBRARY JOURNAL asked the State Library & Adult Education Office to report changes in school library media expenditures over the past five years.

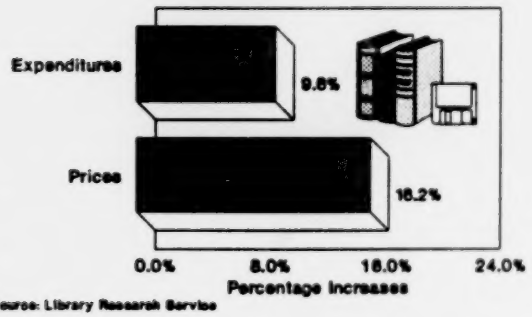
Drawing on its surveys of Colorado's school library media centers for school years 1984/85 and 1988/89, the Library Research Service reports, while average annual materials expenditures rose about $500 in the five-year period, average annual equipment expenditures dropped about $100.

Average Expenditures of School Library Media Centers for Materials & Equipment, 1984/85-1988/89



Source: Library Research Service

Percentage Increases in Average Materials Expenditures & Prices 1985-1989



Source: Library Research Service

Using the Library Materials Index of the Elementary-Secondary School Price Index, it was further determined that, while materials expenditures increased 9.6 percent between 1984/85 and 1988/89, materials prices rose 16.2 percent. Simply put, materials expenditures increased; but, not enough to keep pace with inflation.

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